

## RECRUITMENT, RELOCATION, AND RETENTION INCENTIVES COMPARISON CHART

	<b>Superior Quals Appt</b>	<b>Recruitment Bonus</b>	<b>Relocation Bonus</b>	<b>Retention Allowance</b>
<b>Type</b>	Salary set above Step 1 of the grade.	Lump-sum payment.	Lump-sum payment.	Biweekly payments as part of normal paycheck.
<b>Amount</b>	Up to grade's max pay	Up to 25% of base pay	Up to 25% of base pay	Up to 25% of base pay
<b>Eligibility</b>	Newly appointed or reappointed GS employee	Newly appointed permanent GS or SES employee	A current employee moving to a permanent GS or SES position	A current GS or SES employee determined likely to leave Federal service
<b>Service Agreement</b>	None	12 months	12 months	None
<b>Criteria</b>	<ul style="list-style-type: none"> <li>• Candidate's superior qualifications and forfeiture of income</li> <li>• <u>Or</u> agency's special need for services</li> <li>• Reasons for setting pay at proposed level</li> <li>• Optional use of recruitment bonus</li> <li>• Actual recruitment efforts and their results</li> </ul>	<ul style="list-style-type: none"> <li>• Success of recent hiring efforts</li> <li>• Turnover in similar jobs</li> <li>• Labor market factors</li> <li>• Special qualifications</li> <li>• Actual recruitment efforts and their results</li> <li>• Optional use of superior qualifications appointment</li> </ul>	<ul style="list-style-type: none"> <li>• Success of recent hiring efforts</li> <li>• Turnover in similar jobs</li> <li>• Labor market factors</li> <li>• Special qualifications</li> </ul>	<ul style="list-style-type: none"> <li>• Success of recent efforts to recruit candidates with qualifications similar to employee's</li> <li>• Labor market availability of other candidates</li> <li>• Absent allowance, employee likely to leave Federal service</li> <li>• Resultant harm of loss</li> </ul>
<b>Approval Authority</b>	CGPC-cpm or G-WPC	Commandant (G-WPC) or higher	Commandant (G-WPC) or higher	Commandant (G-WPC) or higher